

WA EARLY CHILDHOOD POLICY FELLOWSHIP



TRANSFORMING THE DECISION-MAKING TABLE

The Washington Early Childhood Policy Fellowship is rooted in the beliefs that:

- Black, Indigenous, People of Color (BIPOC) leaders hold the knowledge, expertise, and transformative power to make necessary community-centered changes in early childhood policy.
- Communities who are most impacted by educational injustices must be represented in positions of power within policy development processes and decision-making in order to identify and address complex, structural inequities that are detrimental to all.

We build the collective power of leaders of color to transform early childhood systems so that every child and their community thrives.

PROGRAM DESIGN



Fellowship Goals

- **Increase BIPOC leaders in policy:** Draw more people of color into the early childhood policy field who can have immediate impact and position themselves for future leadership opportunities
- **Advance anti-racism in the early childhood policy ecosystem:** Support and strengthen a network of fellowship placement organizations through training and development opportunities to deepen commitment and understanding of centering anti-racism in policy

Fellowship Program Elements

- **Cohort model:** Focused on mid-career individuals state-wide who can be competitive for decision-making roles
- **Employment & learning:** Fellows are placed in organizations for two years, with dedicated time for mentorship and professional development
- **Compensation:** Fellows are provided a salary and benefits to remove barriers to entry
- **Alumni planning:** Prepare for a robust alumni network to strengthen the field over time

WHAT'S AHEAD



Fellowship Build

- **Formalize the infrastructure** for the next phase of the organization's work
- Create a **founding board** charged with establishing the core values, strategic approach, organizational culture, and executive leadership
- Cultivate potential **fellowship placement sites** and organizations
- Develop a **long term fund development plan** to sustain financial support and secure funding for program launch
- Continue to **develop the curriculum** and program materials for the fellowship program

Fellowship Launch Goals

- **Early 2022:** Fully staff the fellowship
- **Spring 2022:** Identify and cultivate a pool of possible placement sites
- **Spring/Summer 2022:** Launch fellow recruitment, selection, and matching process in spring/summer 2022
- **Fall 2022:** Launch the inaugural cohort of Washington Early Childhood Policy Fellows!